

THE KOOLSKOOLS FACTORY ETHICAL TRADING PLEDGE

We confirm that we are a factory licensed (Fairtrade Licence Number: 35261 to handle Fairtrade cotton and we are happy to confirm that we comply with the following Koolskools Ethical Trading Pledge:

- We prohibit the use of child labour. We do not hire any employees under the age interfering with compulsory schooling. We comply with any other law that is required by the Mauritius law for Child Labour;
- We comply with internationally accepted laws and workplace regulations in all locations where we conduct business;
- We do not use involuntary or forced labour – indentured, bonded or otherwise;
- We provide a work environment free of harassment, abuse or corporal punishment in any form;
- We pay all mandated wages, allowances and benefits required under local law and as a matter of company policy we pay well above the national minimum wage and our workers do not work enforced overtime. Voluntary overtime is worked on rare occasions;
- It is our aspiration that workers in our factories should be paid a living wage and we are working on plans to deliver this promise;
- The company recognises and respects the rights of employees to exercise their lawful rights of free association and collective bargaining;
- Our obligations to employees shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. No such obligations shall be avoided through the excessive use of fixed-term contracts of employment;
- We ensure that the number of hours worked each week do not exceed the country's legal limitations;
- We provide a safe and healthy work environment;
- We comply with environmental rules, regulations and standards applicable to our operations, and strive to observe environmentally conscious practices in all locations where we operate.


Viswaraj Maghoo

Date: 12th September 2016



THE KOOLSKOOLS FACTORY ETHICAL TRADING PLEDGE

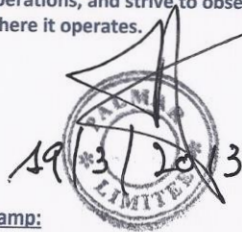
We confirm that we are a factory licensed to handle Fairtrade cotton (Fairtrade Licence Number: ~~4035~~) and we are happy to confirm that we comply with the following Koolskools ethical trading pledge:

- We prohibit the use of child labour. Specifically we do not hire any employees under the age interfering with compulsory schooling. We comply with any other law that is required by the the Mauritius law for Child Labour;
- We comply with internationally accepted laws and workplace regulations in all locations where we conduct business;
- We do not use involuntary or forced labour – indentured, bonded or otherwise;
- We provide a work environment free of harassment, abuse or corporal punishment in any form;
- We pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits. It is our aspiration that workers in our factories should be paid a living wage and we are working on plans to deliver this promise;
- The company recognises and respects the rights of employees to exercise their lawful rights of free association and collective bargaining;
- Our obligations to employees shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. No such obligations shall be avoided through the excessive use of fixed-term contracts of employment;
- We ensure that the number of hours worked each week do not exceed the country's legal limitations;
- We provide a safe and healthy work environment;
- We comply with environmental rules, regulations and standards applicable to our operations, and strive to observe environmentally conscious practices in all locations where it operates.

Signed:

Date:

Factory Stamp:



THE KOOLSKOODLS FACTORY ETHICAL TRADING PLEDGE

We confirm that our facility is certified by FLO-CERT to make and trade garments with Fairtrade certified cotton (FLO ID: 19923) and we hereby confirm that we comply with the following Koolskools Ethical Trading Pledge:

We prohibit the use of child labour. Specifically we do not hire any employees under the age interfering with compulsory schooling. We comply with any other law that is required by the Indian law for Child Labour;

We comply with Internationally accepted laws and workplace regulations in all locations where we conduct business;

We do not use involuntary or forced labour – indentured, bonded or otherwise;

We provide a work environment free of harassment, abuse or corporal punishment in any form;

- We pay all mandated wages, allowances and benefits required under local law and as a matter of company policy we pay significantly above the national minimum wage and our workers do not work enforced overtime. Voluntary overtime is applied on rare occasions. It is our aspiration that workers in our factories should be paid a living wage and we are working on plans to deliver this promise;

- The company recognises and respects the rights of employees to exercise their lawful rights of free association and collective bargaining;

- Our obligations to employees shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. No such obligations shall be avoided through the excessive use of fixed-term contracts of employment;

We ensure that the number of hours worked each week do not exceed the country's legal limitations;

We provide a safe and healthy work environment;

We comply with environmental rules, regulations and standards applicable to our operations, and strive to observe environmentally conscious practices in all locations where it operates.

Signed: Mr P.K CHHABRA

DESIGNATION: G.M

Date: 16/10/2013

Factory Stamp:



THE KOOLSKOOLS FACTORY ETHICAL TRADING PLEDGE

We confirm that we are a factory licensed to handle Fairtrade cotton (FLO ID: 29243) and we are happy to confirm that we comply with the following KoolskoolsEthical Trading Pledge:

- We prohibit the use of child labour. Specifically we do not hire any employees under the age interfering with compulsory schooling. We comply with any other law that is required by the the Mauritius law for Child Labour;
- We comply with internationally accepted laws and workplace regulations in all locations where we conduct business;
- We do not use involuntary or forced labour – indentured, bonded or otherwise;
- We provide a work environment free of harassment, abuse or corporal punishment in any form;
- We pay all mandated wages, allowances and benefits required under local law and as a matter of company policy we pay on average 40%+ above the national minimum wage and our workers do not work enforced overtime. Voluntary overtime is worked on rare occasions. It is our aspiration that workers in our factories should be paid a living wage and we are working on plans to deliver this promise;
- The company recognises and respects the rights of employees to exercise their lawful rights of free association and collective bargaining;
- Our obligations to employees shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. No such obligations shall be avoided through the excessive use of fixed-term contracts of employment;
- We ensure that the number of hours worked each week do not exceed the country's legal limitations;
- We provide a safe and healthy work environment;
- We comply with environmental rules, regulations and standards applicable to our operations, and strive to observe environmentally conscious practices in all locations where it operates.

Signed:

Date: 26.07.2014

Factory Stamp:

For SUVA STRA INDIA

Authorised Signature

SUVA STRA INDIA
298, 24th Main, 7th Cross, HSR Layout,
Sector - 1 Bangalore - 560102.
Ph. : 080-42065512